

DD/P 2-9716

56-4375

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT: Competitive Promotion System

REFERENCE: Memo from DI/S to DD/P-COPS, same subject, dtd 4 Dec 56

1. I agree with you that the competitive promotion system is basically sound and will prove to be a step in the right direction even though we may have problems during the early period. It is because we expected to encounter such problems that we have planned to implement the program in stages rather than to attempt to install competitive selection procedures for all grades at once.

2. There seems to be a misunderstanding concerning the intent of the Clandestine Services Career Service in implementing the competitive promotion program. Our experience in competitive selection for promotion to grade GS-15 over the past three years has been most gratifying, and we have just completed our first such selection for promotion to grade GS-14. We will extend the program to grade GS-13 very soon, and then to each lower grade as rapidly as we are able to digest our experience at each step. Our size complicates our situation as compared with other career services, and we must be prepared to meet complex procedural problems as we extend the program to each lower grade. Thus, while we hope to implement the full program within the next year, we may not be able to keep pace with career services of smaller size.

3. Although it would be ideal if the timing of competitive selections were more or less uniform throughout the Agency, I doubt that we can accomplish this initially. It seems to me that temporary differences between the timing of consideration of operational and support personnel would not cause serious problems and would be less troublesome than such differences within the Clandestine Services Career Service or among the various Support career services. I believe that we should be able to accomplish greater uniformity as the program develops.

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4. [] comments on competitive promotion procedures call attention to factors which will require very careful consideration as we go ahead with the program. I feel that the points he has raised were given careful attention during the development of the competitive promotion program and are receiving continuous thought as we go along. I believe that we are on the right track, and I can see no reason to go back at this time to question the merit of the concept of promotions based on competitive selection. I'm sure that we can work out any rough spots and have a program which will be of great benefit to the Agency.

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Chief of Operations, DD/P

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